INVESTIGATIVE SUMMARY

Personnel Investigation Form
Investigative Summary

COUNTY OF LOS ANGELES SHERIFF'S DEPARTMENT
PERSONNEL INVESTIGATION

DATE	No. OF SUBJECTS	UNIT(S) INVOLVED	I.A.B. FILE No.
01/25/13	1	Santa Clarita Valley Station	IV 2316575

MANUAL SECTIONS ALLEGEDLY VIOLATED (BY TITLE AND No.)
Performance to Standards 3-01/050.10; False Information in Records 3-01/100.35
Duties of all Members 3-01/050.20; Failure to Make Statements and/or False Statements during a Departmental Investigation 3-01/040.75

DATE, TIME, DAY OF OCCURRENCE	RELATED URN FILE No. IF APPLICABLE
July 13, 2012, 0021 hrs., Friday	012-09175-0631-175

LOCATION OF OCCURRENCE [redacted]

SOURCE OF COMPLAINT: ☐ COMMUNITY ☒ SUPERVISION W/C REPORT No. ____ ☐ OTHER SOURCES (SPECIFY) ____

SUBJECT	LAST NAME	FIRST NAME	M.I.	RANK OR TITLE	EMP. No.
No. 1 OF 1	Ament	Joseph	D.	Deputy Sheriff	[redacted]

UNIT OF ASSIGNMENT	DATE ASSIGNED	DIVISION OR REGION
Santa Clarita Valley Station	08/07/2011	Field Operations Region I

STATUS OF SUBJECT
☒ CONTINUING ON DUTY ☐ RELIEVED OF DUTY - REASSIGNED TO: ____ ☐ OTHER ____

SEX	RACE	HAIR	EYES	HEIGHT	WEIGHT	D.O.B.	AGE
Male	White	Brown	Brown	600	180	[redacted]	40

DATE OF HIRE	DATE APPOINTED TO RANK	INTERVIEW TAPE RECORDED ON
[redacted]	[redacted]	TAPE 1 OF 1 SIDE ☒ A ☐ B DATE 07/20/12 TIME 2225

PREVIOUS 7 YEAR FOUNDED INVESTIGATIONS (EXCLUDING TRAFFIC)

DATE	I.A.B. FILE No.	MANUAL SECTION(S) VIOLATED	DISCIPLINE
[redacted]			

SUBJECT	LAST NAME	FIRST NAME	M.I.	RANK OR TITLE	EMP. No.
No. OF					

UNIT OF ASSIGNMENT	DATE ASSIGNED	DIVISION OR REGION

STATUS OF SUBJECT
☐ CONTINUING ON DUTY ☐ RELIEVED OF DUTY - REASSIGNED TO: ____ ☐ OTHER ____

SEX	RACE	HAIR	EYES	HEIGHT	WEIGHT	D.O.B.	AGE

DATE OF HIRE	DATE APPOINTED TO RANK	INTERVIEW TAPE RECORDED ON
		TAPE ____ OF ____ SIDE ☐ A ☐ B DATE ____ TIME ____

PREVIOUS 7 YEAR FOUNDED INVESTIGATIONS (EXCLUDING TRAFFIC)

DATE	I.A.B. FILE No.	MANUAL SECTION(S) VIOLATED	DISCIPLINE
N/A			

CODE: C - COMPLAINANT, W - WITNESS ADDITIONAL COMPLAINANTS, WITNESSES, OR SUBJECTS ON SUPPLEMENTAL PAGES ☒ YES ☐ NO

CODE	LAST NAME / FIRST NAME	M.I.	SEX	RACE	D.O.B.
W No. 1 OF 4	[redacted]		Female	Hispanic	[redacted]

RESIDENCE ADDRESS [redacted] RES. PHONE (AREA CODE) [redacted]
BUSINESS ADDRESS OR UNIT OF ASSIGNMENT CDL OR LASD EMPLOYEE NO. BUS. PHONE (AREA CODE) ( )
INTERVIEW TAPE RECORDED ON TAPE 1 OF 1 SIDE ☒ A ☐ B DATE 07/24/12 TIME 2130 hrs.

CODE	LAST NAME / FIRST NAME	M.I.	SEX	RACE	D.O.B.
W No. 2 OF 4	[redacted]		Male	Hispanic	[redacted]

RESIDENCE ADDRESS [redacted] RES. PHONE (AREA CODE) [redacted]
BUSINESS ADDRESS OR UNIT OF ASSIGNMENT CDL OR LASD EMPLOYEE NO. BUS. PHONE (AREA CODE) ( )
INTERVIEW TAPE RECORDED ON TAPE 1 OF 1 SIDE ☒ A ☐ B DATE 07/24/12 TIME 2140 hrs.

PRIMARY INVESTIGATOR	RANK	EMP. No.	APPROVED	DATE
Eric Lasko	Lieutenant	[redacted]	[signature]	1-25-13
ASSISTING INVESTIGATOR	RANK	EMP. No.	DATE SUBMITTED	

SH-AD-669-2/93

IF ADDITIONAL SUBJECTS, WITNESSES, COMPLAINANTS OR DISCIPLINE HISTORIES, LIST ON CONTINUATION PAGES.

I.A.B. FILE No. IV 2316575

NARRATIVE SHOULD BE AN OBJECTIVE AND UNBIASED STATEMENT OF THE FACTS; INVESTIGATOR OPINIONS SHALL NOT BE INCLUDED.

No. OF ITEMS	LIST EXHIBITS/EVIDENCE FIRST (IF STORED, STATE LOCATION - AUDIO TAPES SHOULD BE CLEARLY LABELED), THEN BEGIN NARRATIVE.
1	ADMINISTRATIVE RIGHTS FORMS. (ATTACH ONE FORM FOR EACH EMPLOYEE INTERVIEWED)
1	AUDIO TAPES. ALL INTERVIEWS SHALL BE TAPE RECORDED AND ALL TAPES MUST BE INCLUDED. (LIST EACH INTERVIEWEE BY NAME.)
1	Document 1 - Incident History
1	Document 2- Unit History
1	Document 3 - Incident Report (SH-R-49) File # 012-09175-0631-175
1	Document 4 - Restraining Order # [redacted] (Issued 11/01/11)

SHERIFF'S DEPARTMENT PERSONNEL INVESTIGATION
COMPLAINANT / WITNESS CONTINUATION PAGE

I.A.B. FILE No. IV 2316575 | PAGE 3 OF 3

CODE: C - COMPLAINANT, **W** - WITNESS

CODE W No. 3 OF 4 | LAST NAME FIRST NAME [redacted] | M.I. | SEX Male | RACE Hispanic | D.O.B. [redacted]
RESIDENCE ADDRESS [redacted] | RES. PHONE (AREA CODE) ( )
BUSINESS ADDRESS OR UNIT OF ASSIGNMENT Same | CDL OR LASD EMPLOYEE NO. | BUS. PHONE (AREA CODE) [redacted]
INTERVIEW TAPE RECORDED ON TAPE 1 OF 1 | SIDE ☒ A ☐ B | DATE 11/01/12 | TIME 2353 hrs.

CODE W No. 4 OF 4 | LAST NAME FIRST NAME [redacted] | M.I. | SEX Male | RACE White | D.O.B.
RESIDENCE ADDRESS | RES. PHONE (AREA CODE) ( )
BUSINESS ADDRESS OR UNIT OF ASSIGNMENT Santa Clarita Valley Station | CDL OR LASD EMPLOYEE NO. [redacted] | BUS. PHONE (AREA CODE) (661) 255-1121
INTERVIEW TAPE RECORDED ON TAPE 1 OF 1 | SIDE ☒ A ☐ B | DATE 07/24/12 | TIME 2353 hrs.

CODE C No. 1 OF 1 | LAST NAME Becker | FIRST NAME Paul | M.I. | SEX Male | RACE W | D.O.B.
RESIDENCE ADDRESS | RES. PHONE (AREA CODE) ( )
BUSINESS ADDRESS OR UNIT OF ASSIGNMENT 23740 Magic Mountain Parkway, Santa Clarita CA 91355 | CDL OR LASD EMPLOYEE NO. [redacted] | BUS. PHONE (AREA CODE) [redacted]
INTERVIEW TAPE RECORDED ON TAPE N/A OF | SIDE ☐ A ☐ B | DATE | TIME

CODE No. OF | LAST NAME | FIRST NAME | M.I. | SEX | RACE | D.O.B.
RESIDENCE ADDRESS | RES. PHONE (AREA CODE) ( )
BUSINESS ADDRESS OR UNIT OF ASSIGNMENT | CDL OR LASD EMPLOYEE NO. | BUS. PHONE (AREA CODE) ( )
INTERVIEW TAPE RECORDED ON TAPE OF | SIDE ☐ A ☐ B | DATE | TIME

CODE No. OF | LAST NAME | FIRST NAME | M.I. | SEX | RACE | D.O.B.
RESIDENCE ADDRESS | RES. PHONE (AREA CODE) ( )
BUSINESS ADDRESS OR UNIT OF ASSIGNMENT | CDL OR LASD EMPLOYEE NO. | BUS. PHONE (AREA CODE) ( )
INTERVIEW TAPE RECORDED ON TAPE OF | SIDE ☐ A ☐ B | DATE | TIME

CODE No. OF | LAST NAME | FIRST NAME | M.I. | SEX | RACE | D.O.B.
RESIDENCE ADDRESS | RES. PHONE (AREA CODE) ( )
BUSINESS ADDRESS OR UNIT OF ASSIGNMENT | CDL OR LASD EMPLOYEE NO. | BUS. PHONE (AREA CODE) ( )
INTERVIEW TAPE RECORDED ON TAPE OF | SIDE ☐ A ☐ B | DATE | TIME

CODE No. OF | LAST NAME | FIRST NAME | M.I. | SEX | RACE | D.O.B.
RESIDENCE ADDRESS | RES. PHONE (AREA CODE) ( )
BUSINESS ADDRESS OR UNIT OF ASSIGNMENT | CDL OR LASD EMPLOYEE NO. | BUS. PHONE (AREA CODE) ( )
INTERVIEW TAPE RECORDED ON TAPE OF | SIDE ☐ A ☐ B | DATE | TIME

CODE No. OF | LAST NAME | FIRST NAME | M.I. | SEX | RACE | D.O.B.
RESIDENCE ADDRESS | RES. PHONE (AREA CODE) ( )
BUSINESS ADDRESS OR UNIT OF ASSIGNMENT | CDL OR LASD EMPLOYEE NO. | BUS. PHONE (AREA CODE) ( )
INTERVIEW TAPE RECORDED ON TAPE OF | SIDE ☐ A ☐ B | DATE | TIME

SANTA CLARITA VALLEY STATION
INVESTIGATIVE SUMMARY
IV 2316575

Subject: **Joseph Ament, Deputy, #[redacted]**
Date: **July 13, 2012**
Time: **0021 hrs.**
Location: [redacted]

Subject Deputy Joseph Ament is alleged to have failed to write a police report when provided with information indicating that a police report was necessary to document a felony crime that occurred. Subject Ament then documented in his MDT log that there was no crime at the location and that the victim did not have a restraining order, which were not correct **(Refer EXHIBIT #1 - Incident History Report)**. He also made statements during the investigation that were inconsistent with what two witnesses stated.

CASE SUMMARY

On July 13, 2012, Subject Ament was dispatched to a call for service at [redacted] The call stated:

> ***"166.4N - INF STATED HUSB [redacted] SENDING TEXTS THAT HE IS ON HIS WAY OVER TO KILL HER AND HER FAMILY. NO VEH DESC FOR DP"***

Subject Ament's MDT call clearance stated:

> ***"C INF RE: 166.4 NO CRIME AT LOC. 415F ONLY. NO R/O ON FILE. INF IS IN PROC OF GETTING ONE"***

Refer to EXHIBIT #1 - Incident History Report

The call that Subject Ament was dispatched to indicated that the informant (Witness #1) stated that her estranged husband, whom she has a restraining order against, called her and sent her text messages stating that he was on his way to her house to kill her and her family. The call clearly indicates that the crime of Criminal Threats (422 PC) had occurred and that there was also a restraining order violation, as evidence by the radio code used (166.4N). Subject Ament cleared the call via his MDT by stating that

he contacted the informant regarding a restraining order violation and that there was no crime at the location. His clearance also states that there is no restraining order on file and that the informant is in the process of obtaining a restraining order **(Refer EXHIBIT #1 - Incident History Report)**. It should be noted that the informant has had a restraining order since 11-01-2011. Subject Ament failed to run the suspect via his MDT to determine if there was a current restraining order on file **(Refer EXHIBIT #2 - Unit History Report)**.

The victim (Witness #1) showed up at the station the next day to find out why Subject Ament refused to file a police report, refused to look at her threatening text messages, and refused to look at the restraining order she had in her car. A police report was then written by the counter deputy, Deputy Hatami (#[redacted]. In the report, it is clear that the informant is the victim of Criminal Threats and a Restraining Order Violation **(Refer EXHIBIT #3 - Incident Report** and **EXHIBIT #4 - Restraining Order #[redacted]**.

The following narratives are intended only as a synopsis of the interviews. Additional information and precise wording may be obtained by reviewing the recorded interviews.

WITNESSES

[redacted]

Lieutenant Eric Lasko, Santa Clarita Station, interviewed [redacted] July 24, 2012. She was interviewed regarding her call for service and the response by Subject/Deputy Ament.

[redacted] said her husband is on drugs, is a gang member, and is capable of following through with his threats to harm her. She is in fear for her safety and has a valid restraining order against her husband due to prior domestic assaults.

[redacted] said that when Subject Ament responded to her call for service, his partner (Witness Deputy [redacted] walked around the apartment complex on foot to look for the suspect. Subject Ament asked her if she had her restraining order in her possession. She looked through her purse and couldn't find it. She then said that it was in her mother's car, which she told him was in the parking lot. The subject never asked her to get the restraining order from the car, which was parked approximately ten feet away. She then read Subject Ament the threatening text messages and wanted to show them to him, but he didn't ask look at them.

[redacted] told Subject Ament that she was scared because she would have to leave her apartment at 4:30 AM. He then offered to do patrol checks of her apartment complex and told her that if she becomes scared, she can make a "courtesy call" to the

station for a patrol car to check the area. She said that Subject Ament explained to her the process of obtaining a restraining order, but she told him that she already had one (issued on 11-01-2011).

Subject Ament did not take a police report documenting the incident, so she came to the station the next day.

[redacted] said that when she went out to her car at 4:30 AM she did not call the station for a patrol check. She said that her father [redacted] walked her out to her car and she did not see any deputies in the parking lot. I asked her if she saw Subject Deputy Ament in the parking lot and she said no.

[redacted] said that her father [redacted] was present during the conversation with Subject Ament and her brother [redacted] also heard a portion of the conversation.

On 11/01/12, I re-contacted [redacted] to clarify some of her statement. She confirmed to me that she left at 4:30 AM to go to work and did not see any deputies in the parking lot, did not see Deputy Ament, and did not wave to Deputy Ament or any other deputy. She said that the first thing she did, before she left, was look around the parking lot for a deputy, but she did not see one.

[redacted] also confirmed that her husband did have charges filed against him regarding this Criminal Threats incident, based on the police report Deputy Hatami wrote the next day at the Santa Clarita Station counter.

[redacted]

Lieutenant Eric Lasko, Santa Clarita Station, interviewed [redacted] on July 24, 2012. He was interviewed regarding him witnessing Subject/Deputy Ament's interaction with his daughter, Witness [redacted]

[redacted] was present when Subject Ament was speaking to his daughter, [redacted] He said that [redacted] told Subject Ament that she received a phone call from her husband and that he (her estranged husband) was going to come and kill them all. [redacted] told Subject Ament that she had a restraining order and she looked for it in her purse. She then told him that is might be in her car. [redacted] said that [redacted] told Subject Ament that they needed to go to their jobs (in the morning). Subject Ament told them that they can call 911 if the suspect shows up while they leave for work. He said that when they left for work in the morning, there was no deputy sheriff there.

[redacted] could not remember if [redacted] showed Subject Ament any text messages.

[redacted]

Lieutenant Eric Lasko, Santa Clarita Station, interviewed [redacted] on November 1, 2012. He was interviewed regarding him witnessing Subject/Deputy Ament's interaction with his sister, Witness [redacted]

Witness [redacted] said that on the night of this incident, he arrived at his sister's apartment [redacted] when she and their father [redacted] were speaking to the responding deputy. He said that [redacted] was pleading with the deputy to do something to help them and [redacted] was crying. [redacted] said that [redacted] was telling the deputy "what if he comes and hurts her?" and also said that [redacted] was really worried. He said that Deputy Ament told them that he wished that he could do something.

[redacted] remembered [redacted] telling Deputy Ament that she has a restraining order, but he couldn't remember if she showed him a restraining order. He said that [redacted] mentioned text messages and the deputy may have written them down. He said that Deputy Ament told them that he would do some patrol checks the next day around 4:00. [redacted] also said that he did not recall whether he told Deputy Ament that the suspect had no transportation to the apartment (to follow through with the threats).

[redacted] Deputy

Witness [redacted] was interviewed by Lieutenant Eric Lasko, on July 24, 2012, at 2353 hours, at Santa Clarita Station.

Deputy [redacted] responded to this call with Subject Ament, in separate patrol cars. When they arrived at the location, Witness [redacted] stood several feet away while Subject Ament spoke to Witness [redacted] He did not hear their conversation, but did hear them talking about a restraining order. He heard no specific details about their conversation, but remembers her saying that she received text messages stating that someone was coming over to kill her and her family. He did not see [redacted] showing Subject Ament her phone. He said that he was concentrating on the parking lot in case the suspect showed up.

SUBJECT

Joseph Ament, [redacted], Deputy

Subject Ament was interviewed by Lieutenant Eric Lasko, on July 20, 2012, at 2200 hours, at Santa Clarita Station.

> **Investigator's Note:** All statements inconsistent with the witness statements are highlighted in **BOLD** font.

Subject Ament stated that on the night of this incident he responded to a call of a boyfriend making threats, via cellphone; stating that he was going to the location to kill the victim. He said that when he arrived, the victim was "real agitated." She told Subject Ament that her husband had done this before and that he makes threats, but doesn't follow through with them. Subject Ament asked her to present how her husband threatened her and **she told him that she doesn't have the text messages**. Subject Ament asked her if she had her restraining order, and **she said she didn't have a copy**. Subject Ament said that the victim believed that her husband didn't know where she moved to because she recently moved from [redacted] She said that he was not capable of following through with his threats, but he does have a short temper. Subject Ament said he asked the victim what she wanted done. She replied that she had to leave for work in the morning, at 4:30 AM, to take her mom to work. He told her that she could call for a patrol check when she left for work.

Subject Ament said that **later in the night he went by the location at 4:30 AM and saw the victim walking to her car. He said they waived at each other and she left in her vehicle**. He assumed that his patrol check was sufficient to handle the call.

Subject Ament again said that **he did ask the victim if she had a copy of the restraining order and she said no. He denied that the victim told him that her restraining order was in the car.** He also denied that she told him that her husband was a gang member.

Subject Ament admitted that the radio call he received, regarding the incident, stated that the suspect was on his way to the victim's house to kill her and her family. He admitted that he cleared the call as "No crime at location" and "No R/O on file" and didn't check if there was a restraining order on file via his MDT. He said that he cleared the call as no crime because he assumed that the victim would know if there was a restraining order on file. He admitted that he should have taken a 422 PC report, but claimed that the victim told him that it was just the way her husband acted when he gets upset, and she did not believe that he was capable of harming them.

Subject Ament said that if he had a chance to do things over he would have ran the suspect via MDT.



County of Los Angeles

Sheriff's Department Headquarters

4700 Ramona Boulevard
Monterey Park, California 91754-2169



Leroy D. Baca, Sheriff

April 17, 2013

Deputy Joseph Ament, #[redacted]

Dear Deputy Ament:

You are hereby notified that it is the intention of the Sheriff's Department to suspend you without pay from your position of Deputy Sheriff, Item No. 2708A, with this Department for a period of fifteen (15) days.

An investigation under IAB File Number 2316575, conducted by Santa Clarita Valley Station, coupled with your own statements, has established the following:

1. That in violation of Manual of Policy and Procedures Sections 3-01/050.10, Performance to Standards; and/or 3-01/050.20, Duties of All Members, on or about July 13, 2012, while on duty, you failed to conform to work standards established for your position when you failed to take proper police action during the occurrence of a crime and/or failed to take a police report for Criminal Threats and/or failed to take a police report regarding Violation(s) of a Restraining Order. Your failure to detect a crime and/or failure to take proper police action resulted in the failure to enforce state laws regarding Criminal Threats and/or Violation of Restraining Orders.

2. That in violation of Manual of Policy and Procedures Sections 3-01/050.10, Performance to Standards; and/or 3-01/100.35, False Information in Records, on or about July 13, 2012, while on duty, you failed to conform to work standards established for your position when you failed to take proper police action during the occurrence of a crime by clearing a call for service as "No R/O on file", even though you admitted to having failed to check via your MDT if there were any Restraining Orders on file.

3. That in violation of Manual of Policy and Procedures Section 3-01/040.75, Failure to Make Statements and/or Making False Statements During a Departmental Internal Investigation, on or about July 29, 2012, you failed to make full, complete, and/or truthful statements during your Departmental investigation, as evidenced by but not limited to:

    a. stating that the victim failed to tell you she had a copy of her restraining order in her car, and/or;

    b. denying that the victim offered to show you threatening text messages from her husband, and/or;

    c. stating that you went to the victim's parking lot during a patrol check where you waved to her.

Additional facts for this decision are set forth in the Disposition Worksheet, Investigative Summary and Investigative Packet which are incorporated herein by reference.

Prior to determining this disciplinary action, I have thoroughly reviewed the incident and your record with this Department.

You have the right to grieve this disciplinary action within ten (10) business days of receipt of this letter. Your grievance procedures may be found in your classification's negotiated Memorandum of Understanding.

Failure to respond to this Letter of Intent within ten (10) business days will be considered a waiver of your right to grieve and will result in the imposition of this discipline indicated herein.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

LEROY D. BACA, SHERIFF

Original Signed

Paul Becker, Captain
Commander, Santa Clarita Valley Station

PB:AEA:md

c: Advocacy Unit
Employee Relations Unit
Jacques A. La Berge, Chief, Field Operations Region I
Internal Affairs Bureau
Office of Independent Review (OIR)
(File # IAB 2316575)



Leroy D. Baca, Sheriff

County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2169



May 10, 2013

Deputy Joseph Ament, #[redacted]

Dear Deputy Ament:

On April 17, 2013, you were served with a Letter of Intention, indicating your right to respond to the Sheriff's Department's pending disciplinary action against you, as reported under IAB File Number 2316575. You were also advised of your right to review the material on which the discipline was based.

You did not exercise your right to respond. The grievance period involved has now elapsed, with no change in discipline.

You are hereby notified that you are suspended without pay from your position of Deputy Sheriff, Item No. 2708A, with this Department for a period of fifteen (15) days effective May 13, 2013, through May 27, 2013.

An investigation under File Number IAB 2316575, conducted by Santa Clarita Valley Station, coupled with your own statements, has established the following:

1. That in violation of Manual of Policy and Procedures Sections [redacted] and/or [redacted] on or about July 13, 2012, while on duty, you failed to conform to work standards established for your position when you failed to take proper police action during the occurrence of a crime and/or failed to take a police report for Criminal Threats and/or failed to take a police report regarding Violation(s) of a Restraining Order. Your failure to detect a crime and/or failure to take proper police action resulted in the failure to enforce state laws regarding Criminal Threats and/or Violation of Restraining Orders.

2. That in violation of Manual of Policy and Procedures Sections [redacted]; and/or 3-01/100.35, False Information in Records, on or about July 13, 2012, while on duty, you failed to conform to work standards established for your position when you failed to take proper police action during the occurrence of a crime by clearing a call for service as "No R/O on file", even though you admitted to having failed to check via your MDT if there were any Restraining Orders on file.

3. That in violation of Manual of Policy and Procedures Section 3-01/040.75, Failure to Make Statements and/or Making False Statements During a Departmental Internal Investigation, on or about July 29, 2012, you failed to make full, complete, and/or truthful statements during your Departmental investigation, as evidenced by but not limited to:

   a. stating that the victim failed to tell you she had a copy of her restraining order in her car, and/or;

   b. denying that the victim offered to show you threatening text messages from her husband, and/or;

   c. stating that you went to the victim's parking lot during a patrol check where you waved to her.

Additional facts for this decision are set forth in the Disposition Worksheet, Investigative Summary and Investigative Packet which are incorporated herein by reference.

Prior to determining this disciplinary action, your unit commander has thoroughly reviewed the incident and your record with this Department.

You will hereby take notice that any future acts of misconduct may result in more severe disciplinary action.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

LEROY D. BACA, SHERIFF

Alicia E. Ault, Captain
Internal Affairs Bureau

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures.

AEA:md

c: Advocacy Unit
Jacques A. La Berge, Chief, North Patrol Division
Internal Affairs Bureau
Personnel Administration
Office of Independent Review (OIR)
Santa Clarita Valley Station/unit Personnel File